Kentucky Teachers' Retirement System



Gary L. Harbin, CPA *Executive Secretary*

Information for

Health Insurance ~ Update ~

From KTRS

and the

KY Rx Coalition



MEHP - Exploration of a High Performance Formulary for 2014 with a Change in the Third Tier Drug Cost Share for Brand Non-preferred Drugs

- With the guidance of the KY Rx Coalition, KTRS is exploring a move to a high performance formulary for 2014 with the third tier drug coinsurance (brand non-preferred) moving to as much as 50% at both retail and mail.
- All tier three brand medications have alternatives in either tier one or tier two.
- The tier one and tier two copayment (at mail order) and coinsurance (at retail) will remain the same. Drugs falling in tiers one, two and three are subject to change, as always.

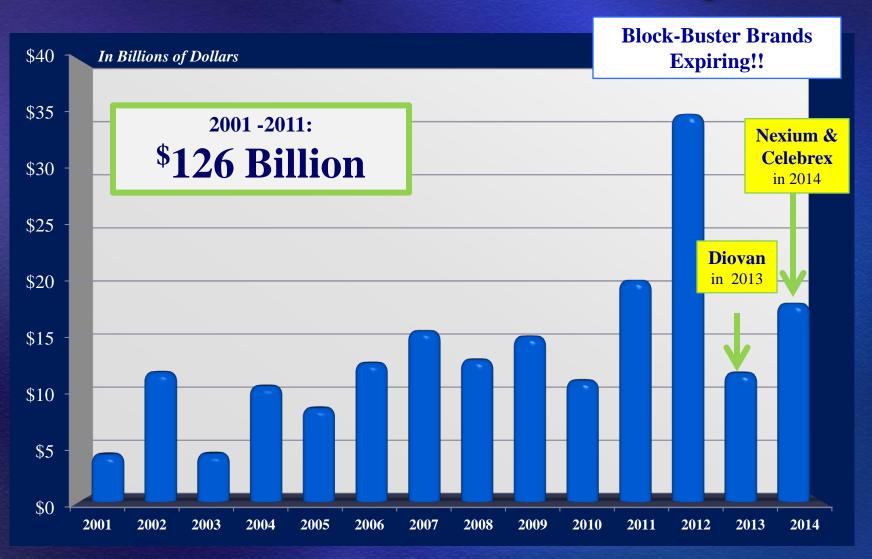




Maximize the Changing Pharmacy Landscape



Patent Expiration Landscape



Express Scripts Medicare High Performance Formulary

- Comprised of generics and lower cost brand medications.
- Clinical appropriateness of the drug, not cost, is Express Scripts' foremost consideration.
- Express Scripts develops clinically sound formularies based on evaluations of independent physicians.
- CMS (Centers for Medicare & Medicaid Services) gives final approval.

Why the High Performance Formulary?

MEMBER Advantage

• Increases physician and member awareness of lower-cost, equally effective therapies, which are often generic medications.

MEMBER Advantage

• Lower copayment for chronic medications.

MEMBER Advantage

• Plan sustainability, best value.

Why the High Performance Formulary?

KTRS Advantage

• Helps reduce overall drug spend without compromising quality.

KTRS Advantage

• Preserves the longevity of the prescription benefit.

KTRS Advantage

• Best value for prescription benefit.

Most Common Drugs with Copayment Change

| Non-preferred Medication | Most Common Use |
|-----------------------------|--------------------------------------|
| ACTONEL | Osteoporosis |
| AZOR | High Blood Pressure |
| ASTEPRO | Allergies |
| AVODART | Enlarged Prostate |
| BENICAR/BENICAR HCT | High Blood Pressure |
| BYSTOLIC | High Blood Pressure |
| COREG CR | High Blood Pressure/Heart Failure |
| ENABLEX | Overactive Bladder |
| FLOVENT HFA | Allergies |
| LUMIGAN | Glaucoma |
| NASONEX | Allergies |
| ONGLYZA | Diabetes |

| Non-preferred Medication | Most Common Use |
|-----------------------------|-----------------------------|
| PATADAY | Allergies |
| PREMARIN | Estrogen Replacement |
| PROVENTIL HFA | Asthma |
| SYNTHROID | Thyroid Replacement |
| TEKTURNA | High Blood Pressure |
| TRAVATAN-Z | Glaucoma |
| TRILIPIX | Triglycerides/Cholesterol |
| VENTOLIN HFA | Asthma |
| VERAMYST | Allergies |
| VICTOZA | Diabetes |
| VIVELLE-DOT | Estrogen Replacement |
| VYTORIN | High Cholesterol |

PLEASE NOTE: Non-preferred Formulary Options will be available for as high as a 50% Coinsurance

Most Common Medicationswith Copayment Changes

Stomach Acid/Ulcer Medications

PLEASE NOTE: Non-preferred Formulary Options will be available for as high as 50% Coinsurance.

| Non-preferred Formulary Options (HIGHEST copayment) | Preferred Formulary Options (LOWER copayment) | Notes |
|---|---|-------------------------------|
| Aciphex | Omeprazole (generic Prilosec) | Talls to your |
| Dexilant | Lansoprazole (generic Prevacid) | Talk to your Doctor now |
| Prilosec | Pantoprazole (generic Protonix) | about changing to a preferred |
| Prevacid | | option. |

Most Common Medicationswith Copayment Changes

Medications for High Blood Pressure

PLEASE NOTE: Non-preferred Formulary Options will be available for as high as 50% Coinsurance.

| Non-preferred Formulary Options (HIGHEST copayment) | Preferred Formulary Options (LOWER copayment) | Notes |
|---|---|---|
| Atacand/Atacand HCT Avapro Benicar/Benicar HCT Diovan/Diovan HCT Edarbi | Losartan (generic Cozaar) Eprosartan (generic Tevetan) Irbesartan (generic Avapro) Valsartan/HCT Valsartan (generic Diovan expected later in 2013) | Talk to your Doctor now about changing to a preferred option. |

Most Common Medicationswith Copayment Changes

Medications for High Cholesterol

PLEASE NOTE: Non-preferred Formulary Options will be available for as high as 50% Coinsurance.

| Non-preferred Formulary Options (HIGHEST copayment) | Preferred Formulary Options (LOWER copayment) | Notes |
|---|--|---|
| Livalo Lescol XL Lipitor Vytorin | Atorvastatin (generic Lipitor) Pravastatin (generic Pravachol) Simvastatin (generic Zocor) Fluvastatin (generic Lescol) | Talk to your Doctor now about changing to a preferred option. |
| | Crestor | 1 |

KY Rx Coalition *Pharm-Assist* Support Contact Us @ 1-855-218-5979

Counseling service via live pharmacists available to KTRS member includes:

- Identification of lower cost prescription alternatives.
- Contacting physician to facilitate seeking authorization for lower cost alternative therapies.
- Educational resources for members – adverse effects, drug interactions and general medication information.

Kentucky Rx Coalition

855-218-5979

Clinical Director

Lucy Wells

Dedicated Clinical Pharmacists

Lea Goggin
Carrie Isaacs
Matt McMahan
Allison Russell
Kimberly Bottom

MEHP-Vaccines/Flu Season

Where should vaccine claims be submitted?
Humana (medical plan) OR
Express Scripts (prescription plan)?

MEHP - Humana

For Flu Vaccine or Pneumonia Vaccine claims ...

Give Pharmacist this information

- Humana ID Card
- BIN #610649
- PCN #03200004

Give Doctor this information

Humana ID Card

Should be no cost if no other services provided.

You may find copayments for these vaccines even cheaper at your local health department.



MEHP - Express Scripts

For Zostavax (Shingles) Vaccine Claims ...







RETAIL PHARMACY

20% Coinsurance

DOCTOR'S OFFICE

- You must pay full price out of pocket ~\$250 +
- File a manual claim form with Express Scripts for partial reimbursement





LOCAL HEALTH DEPARTMENT

- Availability/cost varies from county to county
- Pay out of pocket if a charge
- File a manual claim form with Express Scripts for partial reimbursement

MEHP – Diabetic Supplies



If you are a diabetic you have many supplies ...

Some of those supplies are considered Medicare Part B expenses and claims can be filed with Humana.

• Examples are: Meters, Lancets, Blood Glucose Monitors, Test solutions, Test Strips.

Some of those supplies are considered Medicare Part D expenses and claims should be filed with Express Scripts.

• Examples are: Insulin, Insulin syringes/needles, Gauze, Alcohol, Swabs, Insulin pens.

Call the KY Rx Coalition at 1-855-218-5979 to determine what might be the right channel for you in terms of convenience and cost.



Retail Generic Discount Programs (\$4, \$10, Free!)

Kroger/Wal-Mart/Kmart Pharmacies – Offer MANY generic drugs at \$4 for 30 day supply or \$10-15/90 day supply

- Use KTRS Benefit in combination \$4/\$10 applies to retail deductible
- Use KTRS Benefit in combination after retail deductible is met 20% coinsurance for \$4/\$10 drugs becomes \$0.80 for 30 days and \$2 for 90 days
- Some drugs on KTRS MEHP plan requiring prior-authorization (PA) by Medicare (Cyclobenzaprine, Terbinafine) are available on the \$4 list and allow access when PA criteria are not met

Meijer Pharmacy offers some ANTIBIOTICS, METFORMIN, and ATORVASTATIN (generic Lipitor) for \$0



MEHP- PRIOR AUTHORIZATION

COST DRIVEN - High Cost Medications requiring Prior Authorization

- ENBREL ~\$3000/month
 - Requires prior treatment with lower cost options (Methotrexate, phototherapy, etc) before approval
 - Requires use for FDA approved indication

SAFETY DRIVEN – Limits on Medications with High Fall Risk

MUSCLE RELAXERS, ANTI-ANXIETY, ANTIHISTAMINES -

- Requires medications with lower risk as first line
- If approved, may limit to 30 days

ADMINISTRATIVE - Medicare Part B vs Part D Determination

- Requires information to determine correct benefit
- Examples (Ondansetron, Prograf, Methotrexate)



MEHP- STEP THERAPY

- STEP THERAPY Program to provide costs savings to both the plan (KTRS) and for the retiree.
 - Requires use of lower cost generic alternatives prior to approval of higher cost brand medication.
 - If member has filled the Brand Name medication in the past 130 days, the prescription processes without intervention.
 - If the member has gone greater than 130 days since the last fill, the prescription will be subject to Step Therapy and use lower cost generic, unless prescriber submits prior authorization request and criteria for approval met.

EXAMPLE: DIOVAN – If no prior use, retiree required to use generic Losartan, Irbesartan.

DIOVAN - If prior use in last 130 days, DIOVAN approved.

If no fill in > 130 days, DIOVAN rejected, alternative or PA required.

KEHP - Total Re-Enrollment (Active & Retired) for 2014

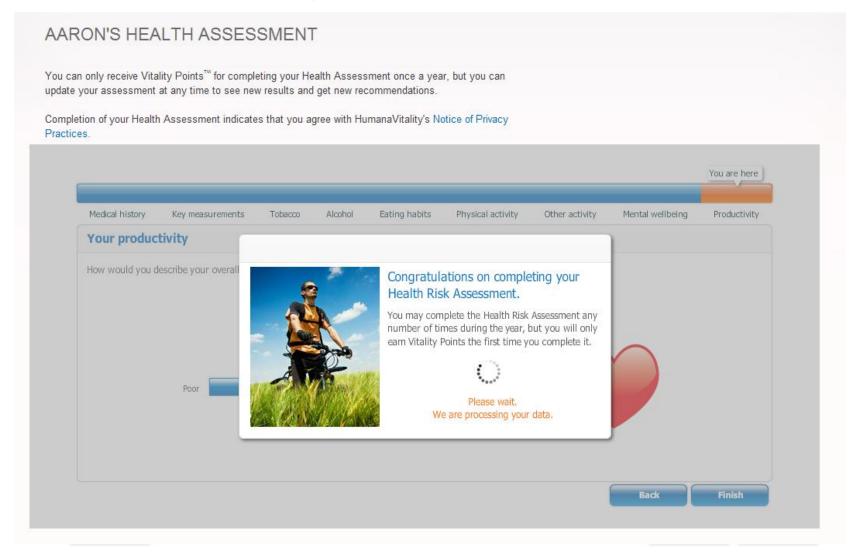
- **EVERYONE** will receive information to enroll on-line.
- Expecting benefit changes from the existing PPO structure.
- Open enrollment packets are normally mailed around the end of September 2013.

Our Dream

To help people achieve lifelong well-being



Provide a fun & easy to do health assessment





Vitality Check

Make your appointment today



HumanaVitality® rewards you up to 4,000 Vitality Bucks for taking your Vitality Check. You receive 2,000 Bucks just for completing your Vitality Check and an additional 2,000 Bucks for being in healthy ranges.

✓ Cholesterol

✓ Weight

Blood Pressure

✓ Waist circumference

✓ Blood Glucose

✓ Height

✓ BMI

Where to Get Your Vitality Check®

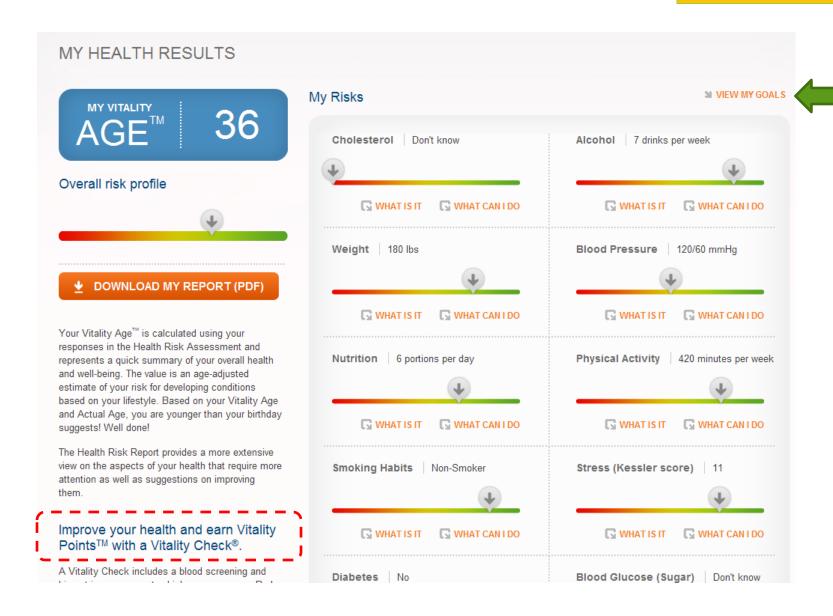
- Walgreens Take Care Clinics
- Kroger The Little Clinic
- Concentra Medical Centers
- **Health Departments**
- Primary Care Physician (PCP) Members may go to their PCP. Subject to co-pay



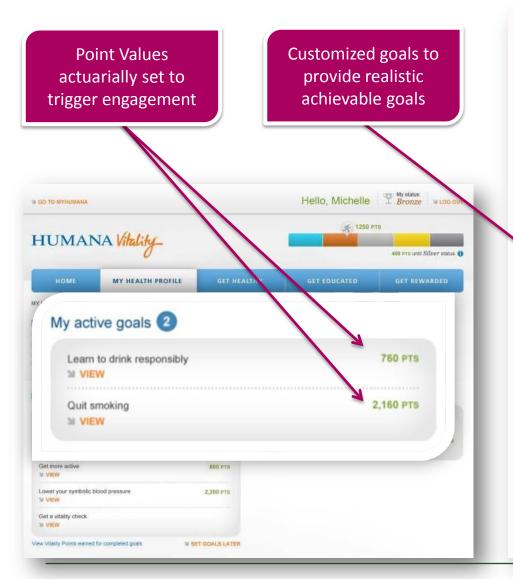




Receive Your Health Results



Present Realistic Goals to Achieve



Why is Vitality recommending this goal?

You have told us in the Health Risk Assessment that you are interested in losing weight. This is great news, as reducing your weight can lower your risk of coronary heart disease, stroke, diabetes mellitus and high blood pressure, as well as lowering the risk of many different types of cancer.

Here are some key pieces of information we have about your current weight and BMI.

Measure Value

Starting Body Weight - Based on HumanaVitality 197 lbs Information

5' 11" Height- Based on HumanaVitality Information

Humana Vitality Source of Starting Body Weight Information Check

27.6 Starting Body Mass Index

Your Body Mass Index (BMI) is at or above 27.0, which is above a healthy ange (18.5 - 24.9), and you will benefit from gradual weight loss.

Please take note this goal is recommended based on the most current verified source of your weight and height. If your measures have changed we suggest you provide updated verified information.

How to achieve this coal?

Aim to improve your BMI by reducing your weight through a healthy diet and regular exercise routine.

Obtain a weight measurement from a Vital

timeframe meeting the following standard. Goal Measure

Body Weight

Weight Loss from Starting Body Weight

Measurement Start Date

Goal Standard

184 lbs

13 lbs

Your Vitality Check results must be submitted within the Goal Period documenting that your weight has met the Goal Standard. You can visit the Vitality Check section of the website for information on how to submit Vitality Check results to HumanaVitality.

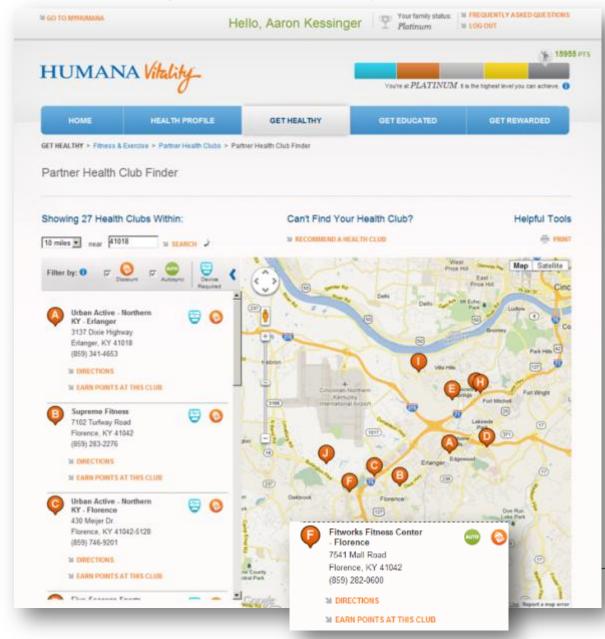


Standard Activities: Expand on Personal Pathway



- Automatic feeds allow for accurate monitoring and direct link between action, health status and incentives.
- If it is unreasonably difficult due to a medical condition for you to achieve the standards for the rewards under the HumanaVitality program, or if it is medically inadvisable for you to attempt to achieve the standards for the rewards under this program, please call the phone number on the back of your Member ID card and we will work with you to develop another way to qualify for rewards.

Offer Large National Gym Network



- Newly enhanced online gym finder
- New icons make it easier for members to understand how to earn points
- Can't find "your" club –
 recommend them and
 HumanaVitality will contact
 them to initiate review process
- New print function summarizes member's results of search

Offer Multiple Ways to Validate Fitness Activity





HOME

HEALTH PROFILE

GET HEALTHY

GET EDUCATED

GET REWARDED

GET HEALTHY > Fitness & Exercise

FITNESS & EXERCISE

Staying active can help you to feel energized and maintain a healthier lifestyle. It can earn you Vitality Points[™], too. For every activity you complete, you'll earn points towards Vitality Bucks[®]. You can use your Vitality Bucks on brand name merchandise in the HumanaVitality[®] Mall. Check out the activity categories below to learn more and start earning points today.





Athletic Events

No matter whether you're in to running, biking, or triathlons, athletic events are a great way to stay healthy and in shape.

M ATHLETIC EVENTS



Fitness devices

Depending on the type of activity, fitness devices such as pedometers, heart rate monitors, smartphones, and fitness video games can help track your progress.

M FITNESS DEVICES



Sports league

Playing sports is more than just fun. Being part of a team helps keep you active, motivated, and on top of your game.

№ SPORTS LEAGUE



Partner health clubs

Health clubs offer many types of activities. So whether you're pumping iron or striking a yoga pose, going regularly will be rewarded.

M PARTNER HEALTH CLUBS

Coordinate with a broad continuum of devices





















| | 7 | | | | | |
|---|---|--|--|--|---|---|
| Easy to get | | Mainstream | | Curre | ently Use <u>or</u> Aspirat | ional |
| HumanaGear | HumanaFit | Nike+ | xBox Kinect | fitbit | Polar | Garmin |
| 13985 | Find Friends Now! Record Worknot | Cive Every Run a Boost 36.21 mi 417 © Step - General Astes ### Start a New Plus Outrus Your Friends Challenge No. 3 | XBOX 300 KINECT *********************************** | 7129 0007 | LISTEN TO YOUR BODY | GARMIN. |
| Can order with 1,000 pts. after Health Assessment Completion or \$14.99 cash | GPS tracking available on iPhone, Android & Blackberry, Free download | iPod & iPhone GPS, Accelerometer, and shoe insert options, phone aps are free download | Tracks movement and workout easily from your home | Accelerometer that allow for easy wireless upload and quality of sleep tracking | 30 separate devices supported, most used, certain devices are waterproof for swimmers | 8 separate devices for running & 3 for cycling, certain devices are waterproof for swimmers |
| 10,000 Steps in a calendar day | Log 200 calc | ries burned in a sin | gle work out | 10,000 Steps in a calendar day | Exercise at 60% of maximum he minimum of 30 m training | art rate, for a ninutes in a single |

Coaching Engagement Process

Start: Member receives personal pathway to engage in coaching for reward points



Member is directed to Wellness portal





Enrolls in program and communication preference





Completes additional health survey information



Member partners with coach on personal action plan





Member accesses dashboard for email, surveys, and educational information sent by coach





Assigned coach reaches out by preferred method





Receives quarterly surveys to track progress

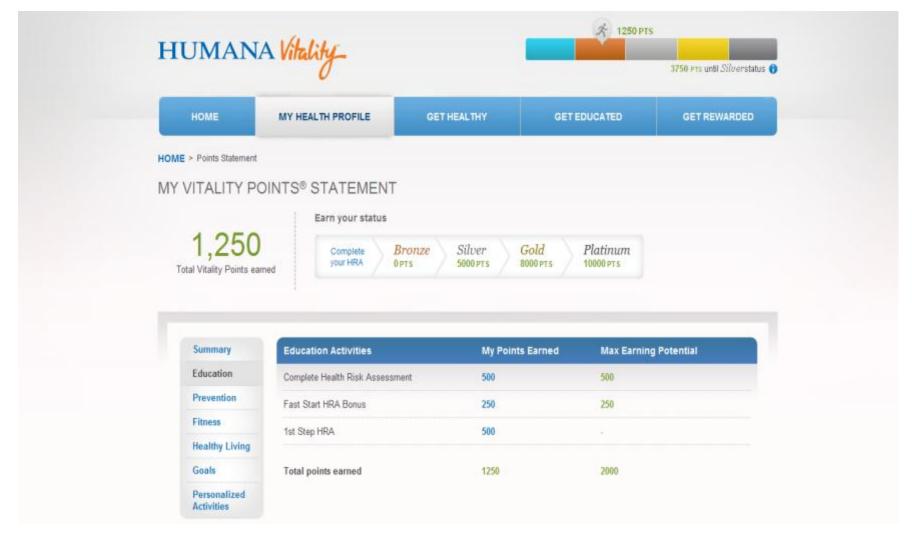






Reaches goal and is rewarded with Vitality Points and Bucks!!!

Earn Vitality Points



Achieve Vitality Status®

Earn more Vitality Points, achieve higher Vitality Status...

| Vitality status | One adult | Two adults* | For each additional member 18 years and older, add* | |
|--------------------|---|---------------|---|--|
| Blue | You start at Blue Vitality Status | | | |
| Bronze | Primary member Health Assessment completion | | | |
| Silver | 5,000 points | 8,000 points | 3,000 points | |
| Gold | 8,000 points | 12,000 points | 4,000 points | |
| Platinum | 10,000 points | 15,000 points | 5,000 points | |
| | | | * If applicab | |







Complete HRA



Committing to Wellness

Set goals & ongoing engagement in

activities; show positive outcomes



Dedicating to Wellness

Rigorous engagement throughout the year, good

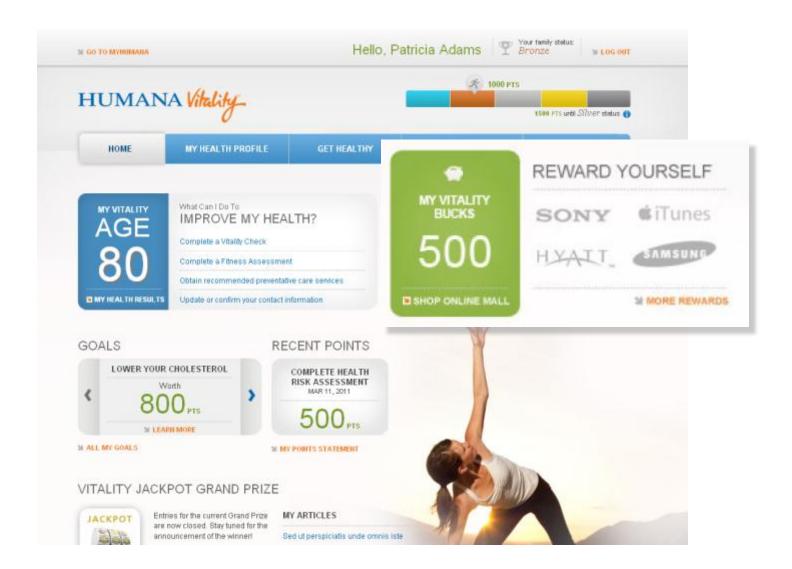
outcome measures or achievement of goals



Championing Wellness



Enjoy Vitality Rewards



HumanaVitality Shopping Mall











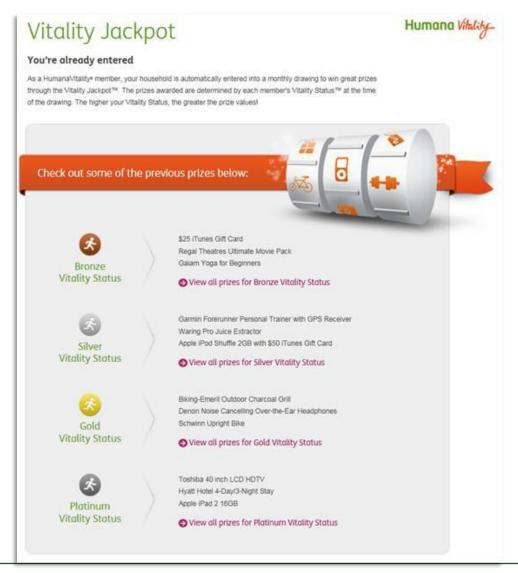
A wide range of rewards helps motivate all types of users.

This chart illustrates the wide range of items that is available to HumanaVitality® members – from higher-value items like an iPad, which require a greater number of Vitality Bucks,® to items like movie tickets, that are easier and quicker to obtain, requiring less Vitality Bucks.

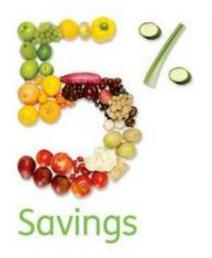




HumanaVitality Jackpot







Bag some major savings.

Save 5%* on healthier food purchases at Walmart[®].

- Through the NEW Vitality HealthyFood™ program, Kentucky Employees' Health Plan (KEHP) members can save 5% on all healthier foods that qualify as Great For You™ at Walmart.
- For a full list of healthier foods that qualify as Great for You, visit <u>Walmart.com</u> or log in to HumanaVitality.
- Need to take your Health Assessment first, if you haven't already.
- Go to <u>LivingWell.ky.gov</u>, click "HumanaVitality Login"





Teachers' Retirement System of the State of Kentucky

Our Members Come First!

1.800.618.1687

502.848.8500

www.ktrs.ky.gov